DOCUMENT RESUME

ED 270 122 IR 051 537

AUTHOR Michael, Douglas O., Comp.; Rivenburgh, Edwin, Comp.

TITLE SUNY Community College Learning Resources Professional Staff Status and Salary Survey, 1985-86.

INSTITUTION State Univ. of New York Council of Head Librarians, Community Coll. Section.

PUB DATE Apr 86

NOTE 34p.; For 1983-84 survey, see ED 249 917.

PUB TYPE Statistical Data (110) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC02 Plus Postage.

DESCRIPTORS *Academic Libraries; *Administrator Responsibility; *Administrators; *Community Colleges; Educational Media; Higher Education; *Learning Resources Centers; Librarians; Library Statistics; Media Specialists; Questionnaires; Salaries; State Surveys

IDENTIFIERS *New York

ABSTRACT

Data are presented from a survey of each of 34 New York State community colleges: Adirondack, Broome, Cayuga, Clinton, Columbia-Greene, Corning, Dutchess, Erie/City, Erie/North, Erie/South, Finger Lakes, Fulton-Montgomery, Genesee, Herkimer, Hudson Valley, Jamestown, Jefferson, Mohawk Valley, Monroe, Nassau, Niagara, North Country, Onondaga, Orange, Rockland, Schenectady, Suffolk/Central, Suffolk/Ammerman, Suffolk/East, Suffolk/West, Sullivan, Tompkins-Cortland, Ulster, and Westchester. Data are reported for enrollment and faculty, the title of the chief administrative officer of the learning resources program, the title of the person to whom this administrative officer reports, and the work year and bargaining unit of the administrator. A table indicates whether or not an administrator has responsibility for the following areas: library, media, media software purchase and rental, classroom delivery of software and hardware, photography, graphics, audio, video, computerized typesetting, instructional design, in-house printing, computer services, administrative computing, microcomputer labs, all college microcomputer labs, academic mainframe computer, computer assisted instruction, developmental education, academic programs, and other responsibilities. Full-time and part-time staff, faculty rank and status, salary issues, and benefits are displayed on a separate table. Also included are a profile of the chief administrative officer of SUNY community college libraries and learning resouces centers, and salary ranges and number of staff in each range. The 34-item survey questionnaire is included. (THC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
OERI
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)
[X] This document has been reproduced as received from the person or organization originating it.
[ ] Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official position or policy.

SUNY COMMUNITY COLLEGE LEARNING RESOURCES PROFESSIONAL STAFF STATUS AND SALARY SURVEY 1985-86

ED270122

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Douglas O.Michael
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

IR051537

Compiled by: Douglas O. Michael, Cayuga Community College
Edwin Rivenburgh, Community College of the Finger Lakes

SUNY COMMUNITY COLLEGE
LEARNING RESOURCES PROFESSIONAL STAFF
STATUS AND SALARY SURVEY

1985-86

Compiled By:

Douglas O. Michael
Cayuga Community College

Edwin Rivenburgh
Community College of the Finger Lakes

Special Assistance From:

Kathleen McCullough, *Cayuga Community College*
Ruth McLoughlin, *Cayuga Community College*
Dawn Schoonmaker, *Cayuga Community College*
Danielle Speers, *Community College of the Finger Lakes*

April 1986

The data presented in this study was collected from representatives of each of the community colleges covered by the survey. For the most part, the data presented here is as reported to the compilers. Verification of data was not possible in every case and the compilers assume no responsibility for incorrect data.

	1984-85 FTE Enrollment	FT Teaching Faculty Fall '85	PT Teaching Faculty Fall '85	FTE Teaching Faculty Fall '85	Title of Chief Administrative Officer of Learning Resources Program	Chief Administrative Officer of Learning Resources Program Reports To:	Work Year (mos.)	Bargaining Unit of CAO of LR Program
Adirondack	2044	85	53	101	Librarian	Academic Dean	12	Admin.
Broome	4957	172	305	271	Director of LRC	VP Academic Affairs	12	Middle Man.
Cayuga	1953	81	43	101	Director of LRC	Academic Dean	12	Faculty
Clinton	1076	34	67	63	Assoc. Dean, LRC	Academic Dean	12	Admin.
Columbia-Greene	1061	37	36	42	Chair, Dept. of Library	Academic Dean	12	Faculty
Corning	2815	116	46	131	Director of LRC	Dean of Instruction	12	No Unit
Dutchess	4575	147	282	233	Director of Library	Assoc. Dean Acad. Affairs	12	Faculty
Erie/City								
Erie/North	4470	233	20	NA	Curriculum Head, Library	Academic Dean	9	Faculty
Erie/South	2150	103	72	NA	Curriculum Head, Library	Academic Dean	9	Faculty
Finger Lakes	2275	81	146	125	Director,Div. Instr. Services	VP & Dean Acad. Affairs	12	Faculty
Fulton-Montgomery	1436	56	39	62	Library Director	VP & Academic Dean	10	Faculty
Genesee	2068	68	90	93	Assoc. Dean, LRC	Dean of the College	12	No Unit
Herkimer	1727	80	16	NA	College Librarian	Dean of the College	12	Faculty
Hudson Valley	5835	279	118	300	Director of LRC	VP Academic Affairs	12	No Unit
Jamestown	2770	88	108	121	Director, Lib/Learning Center	Dean, Acad. & Stud.Affairs	9	Faculty
Jefferson	1354	54	57	65	Head Librarian	Dean of Educational Serv.	12	Faculty
Mohawk Valley	4957	173	178	238	Library Director	VP for Instruction	12	No Unit
Monroe	8433	283	360	490	Director of Library Services	Asst.VP for Acad.Affairs	12	Faculty
Nassau	15678	510	457	701	Chair, Library	Dean of Instruction	12	Faculty
Niagara	4034	120	173	NA	Director, Lib/Learning Center	Academic Dean	12	No Unit
North Country	1268	51	102	NA	Director of Library Services	Dean, Acad. & Stud.Affairs	9	Faculty
Onondaga	5118	250	300	264	Chair, Library	VP Academic & Stud. Serv.	10	Faculty
Orange	3518	140	142	185	Dean of Learning Resources Cent.	VP Academic Affairs	12	No Unit
Rockland	6401	170	198	287	Director of Library Services	VP Instructional & Comm.Ser	12	Faculty
Schenectady	2072	NA	NA	NA	Director of Library Services	Dean of Academic Affairs	12	Middle Man.
Suffolk/Central	NA	NA	NA	NA	Dean of Libraries	Academic Vice President	12	No Unit
Suffolk/Ammerman	7920	260	190	313	Campus Head Librarian	Dean of Libraries	12	Middle Man.
Suffolk/East	2118	45	76	64	Campus Head Librarian	Dean of Libraries	12	Middle Man.
Suffolk/West	NA	71	200	NA	Campus Head Librarian	Dean of Libraries	12	Middle Man.
Sullivan	1410	62	39	74	Director of Library Services	Academic Dean	12	Faculty
Tompkins-Cortland	1873	57	108	76	Div.Head, Instr.& Learning Res.	Dean of Academic Services	12	No Unit
Ulster	2370	88	180	180	Director of Library Services	Dean of Instruction	12	Admin.
Westchester	5488	175	205	282	Chair, Library	Associate Dean	12	Faculty

RESPONSIBILITIES

	Library	Media	Media Software Purchase	Media Software Rental	Classroom Delivery Software	Classroom Delivery Hardware	Photography	Graphics	Audio	Video	Computerized Typesetting	Instructional Design	Inhouse Printing	Computer Services	Administrative Computing/MIS	Microcomputer Labs	All College Microcomputer Labs	Academic Mainframe Computer	Computer Assisted Instruction	Developmental Education	Academic Programs	Other
Adirondack	XXX	XXX	XXX		XXX	XXX	XXX	XXX	XXX	XXX			XXX		XXX	XXX		XXX				
Broome	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX												
Cayuga	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX		XXX			XXX			XXX	XXX			
Clinton	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX					XXX							
Columbia-Greene	XXX		XXX	XXX	XXX	XXX									XXX				XXX			
Corning	XXX	XXX	XXX	XXX	XXX	XXX	XXX		XXX	XXX		XXX										
Dutchess	XXX																					
Erie/City																						
Erie/North	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX									XXX		XXX[1]	
Erie/South	XXX	XXX	XXX										XXX					XXX				
Finger Lakes	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX												
Fulton-Montg.	XXX	XXX	XXX	XXX	XXX	XXX			XXX	XXX											XXX[2]	
Genesee	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX											
Herkimer	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX												
Hudson Valley	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX		XXX										
Jamestown	XXX	XXX	XXX	XXX	XXX	XXX			XXX	XXX												
Jefferson	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX												
Mohawk Valley	XXX	XXX	XXX	XXX	XXX	XXX			XXX	XXX									XXX			
Monroe	XXX																					
Nassau	XXX		XXX	XXX																		
Niagara	XXX		XXX	XXX																		
North Country	XXX		XXX																			
Onondaga	XXX	XXX	XXX															XXX				
Orange	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX					XXX			XXX		XXX[3]		
Rockland	XXX											XXX										
Schenectady	XXX	XXX	XXX	XXX			XXX	XXX	XXX	XXX												
Suffolk/Central	XXX	XXX	XXX	XXX	XXX	XXX	XXX		XXX	XXX			XXX		XXX							
Suffolk/Ammerman	XXX	XXX	XXX	XXX	XXX	XXX						XXX			XXX							
Suffolk/East	XXX	XXX	XXX	XXX	XXX	XXX	XXX		XXX	XXX												
Suffolk/West	XXX	XXX																				
Sullivan	XXX	XXX	XXX		XXX	XXX	XXX	XXX	XXX	XXX												
Tompkins-Cort.	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX										XXX[4]		
Ulster	XXX		XXX										XXX									
Westchester	XXX	XXX	XXX																		XXX[5]	

2

	Full-time Prof. Staff	Part-time Prof. Staff	Faculty Status	Faculty Rank	Eligible for Promotion	No. Promotions Since 1980-81	Members of Bargaining Unit	Expiration Date of Present Contract	Length of Work Year for Prof. Staff	Can Prof. Staff Choose Length?	If there is a choice, how is salary computed?	Parity with faculty?
Adirondack	4	1	Yes	Yes	Yes	2	Yes	1986	9 mos.	No	----------	No
Broome	9	4	Yes	Yes	Yes	3	Yes	1985	9.5 mos.	Yes[6]	+ 20 %	Yes
Cayuga	5	1	Yes	Yes	Yes	3	Yes	1986	9 mos.	No	----------	Yes
Clinton	6	6	Yes	Yes	Yes	0	Yes	1986	12 mos.	No	----------	No
Columbia-Greene	4	0	Yes	Yes	Yes	3	Yes	1986	9 mos.	No	+ 20 %	No
Corning	3	0	Yes	Yes	Yes	2	No	NA	Variable	No[7]	----------	Yes
Dutchess	6	0	No	No	Yes	1	Yes	1987	12 mos.	No	----------	Yes
Erie/City												
Erie/North	7	1	Yes	Yes	Yes	4	Yes	1986	9 mos.[8]	No	----------	Yes
Erie/South	3	1	Yes	Yes	Yes	0	Yes	1986	9 mos.[8]	No	----------	Yes
Finger Lakes	8	0	Yes	Yes	Yes	3	Yes	1988	12 mos.	No	----------	Yes
Fulton-Montgomery	3	1	Yes	Yes	Yes	1	Yes	1989	10 mos.	No	----------	No
Genesee	3	2	Yes	Yes	Yes	1	Yes	1988	200 days[9]	No	----------	Yes
Herkimer	3	0	Yes	No	No[10]	1[11]	Yes	1986	12 mos.	No	----------	No
Hudson Valley	11	1	Yes	Yes	Yes	5	Yes	1986[12]	10 or 12 mos.	No	----------	No
Jamestown	5	0	Yes	Yes	Yes	3	Yes	1986	9 mos.	Yes	-Faculty Overload[13]	Yes
Jefferson	4	0	Yes	No	Yes	0	Yes	1988	12 mos.	No	----------	No
Mohawk Valley	5	1	Yes	Yes	Yes	1	Yes	1987	10 or 12 mos.	No	----------	No
Monroe	8	0	Yes	Yes	Yes	5	Yes	1987	10 or 12 mos.	No	----------	Yes
Nassau	16	12	Yes	Yes	Yes	6	Yes	1988	12 mos.	No	----------	No
Niagara	5	1	Yes	Yes	Yes	1	Yes	1986	12 mos.	No	----------	Yes
North Country	1	1	Yes	Yes	Yes	0	Yes	1990	9 mos.	No	----------	Yes
Onondaga	8	2	Yes	Yes	Yes	4	Yes	1986	10 mos.	No	----------	Yes
Orange	8	0	Yes	Yes	Yes	0	Yes	1984	9 mos.	No	----------	Yes
Rockland	4	0	Yes	Yes	Yes	2	Yes	1986	12 mos.	No	----------	No
Schenectady	4	3	Yes	No	Yes	1	Yes	1988	12 mos.	No	----------	No
Suffolk/Central	9	0	Yes	Yes	Yes	2	Yes	1988	10 or 12 mos.	No	----------	No
Suffolk/Ammerman	10	7	Yes	Yes	Yes	10	Yes	1988	37 weeks	No	----------	Yes
Suffolk/East	3	2	Yes	Yes	Yes	0	Yes	1988	10 or 12 mos.	No	----------	No
Suffolk/West	5	1	Yes	Yes	Yes	3	Yes	1988	10 mos.	No	----------	No
Sullivan	4	1	Yes	Yes	Yes	1	Yes	1987	12 mos.	No	----------	No
Tompkins-Cortland	6	3	Yes	Yes	Yes	0	Yes	1986	10 or 12 mos.	No	----------	Yes
Ulster	4	0	Yes	Yes	Yes	1	Yes	1987	12 mos.	No	----------	No
Westchester	8	8	Yes	Yes	Yes	1	Yes	1988	12 mos.	No	----------	No

	What is the formula for adjusting salaries for longer work year?	Level of satisfaction w/fmla.	Vacation for 12-month employees	Paid Holidays	Same Recesses as faculty?	Eligible for tenure/cont. apt.	No. granted tenure since 1980-8	Criteria same as faculty:	Eligible for sabbaticals	No. applied since 1980-81	No. granted since 1980-81	Non-contributory Retirement Plan	Non-contributory Health Insurance	Non-contributory Dental Plan
Adirondack	----------	10	23	11	Yes	No	NA	Yes	Yes	0	0	Yes	No	Yes
Broome	+ 20 %	8	21	13	Yes[14]	Yes	2	Yes	Yes	0	0	Yes	Yes	Yes
Cayuga	+16% & 25 days vac.	7	25	25[15]	Yes	Yes	2	Yes	Yes	2	2	Yes	Yes	Yes
Clinton	----------	NA	21	12	No	Yes	0	NA	Yes	0	0	No	Yes	No
Columbia-Greene	+ 20 %	8	21	10	No	Yes	3	Yes	Yes	0	0	Yes	Yes	No
Corning	+ 20 %	0	20	12	No	Yes	1	Yes	Yes	0	0	Yes	Yes	Yes
Dutchess	See Note 16	4	22	11	No	No	NA	NA	Yes	2	2	Yes	Yes	Yes
Erie/City														
Erie/North	$10.per hr. for sum.	NA	25	12	No	Yes	2	Yes	Yes	0	0	Yes	Yes	Yes
Erie/South	$10.per hr. for sum.	NA	NA	NA	Yes	Yes	1	Yes	Yes	0	0	Yes	Yes	Yes
Finger Lakes	See Note 17	2	21	11	No	Yes	8	No[18]	Yes	0	0	No	Yes	No
Fulton-Montgomery	See Note 19	7	NA	NA	NA	Yes	0	Yes	Yes	0	0	Yes	Yes	No
Genesee	+ 7.5 %	7	20	10	No	Yes	0	No	Yes	0	0	Yes	Yes	Yes
Herkimer	----------	NA	24	16	No	No	NA	No	No	0	0	Yes	Yes	No
Hudson Valley	----------	NA	21-30[20]	12	No	Yes	3	Yes[21]	Yes	1	1	Yes	No	No
Jamestown	Faculty Overload [22]	7	NA	NA	Yes	Yes	0	Yes	Yes	2	2	Yes	Yes	Yes
Jefferson	----------	NA	21-25[23]	12	No	Yes	0	Yes	Yes	1	1	Yes	Yes	No
Mohawk Valley	----------	NA	21	12	Yes	Yes	0	Yes	Yes	0	0	Yes	Yes	Yes
Monroe	See Note 24	10	24	13	No	Yes	0	Yes	Yes	0	0	Yes	Yes	Yes
Nassau	----------	5	41[25]	13	No	Yes	2	No	Yes	0	0	Yes	Yes	Yes
Niagara	+ 17 %	0	25	11	No	Yes	2	Yes	Yes	0	0	Yes	Yes	Yes
North Country	See Note 26	9	NA	NA	Yes	Yes	1	Yes	Yes	0	0	No	Yes	Yes
Onondaga	Per Diem Rate	9	NA	NA	Yes	Yes	1	Yes	Yes	3	3	Yes	No	No
Orange	+10% for each month	9	21	12	Yes	Yes	0	Yes	Yes	1	1	Yes	Yes	Yes
Rockland	----------	0	22	12	No	Yes	1	Yes	Yes	0	0	Yes	Yes	Yes
Schenectady	----------	NA	21	12	No	Yes	3	Yes	Yes	0	0	Yes	Yes	Yes
Suffolk/Central	----------	NA	23	17	No	Yes	0	Yes	Yes	2	1	Yes	Yes	Yes
Suffolk/Ammerman	----------	8	23	11	Yes	Yes	4	Yes	Yes	5	3	Yes	Yes	Yes
Suffolk/East	----------	NA	23	17	No	Yes	0	Yes	Yes	1	1	Yes	Yes	Yes
Suffolk/West	----------	NA	23	17	No	Yes	0	Yes	Yes	2	1	Yes	Yes	Yes
Sullivan	----------	0	30	11	No	Yes	0	Yes	Yes	0	0	Yes	Yes	No
Tompkins-Cortland	+ 22 %	2	20	12	No	Yes	3	Yes	Yes	1	1	Yes	No	No
Ulster	----------	NA	24	13	No	Yes	3	Yes	Yes	1	1	Yes	Yes	No
Westchester	----------	7	55[27]	6	No	Yes	1	Yes	Yes	0	0	Yes[28]	Yes	Yes

	Non-contributory Prescription Mec	Non-contributory Life Insurance	Reimbursement for Graduate Study	Other Fringe Benefits	Changes Since 1980-81
Adirondack	Yes	No	Yes	----------	---None----
Broome	Yes	Yes	Yes	Free physicals; chest X rays; flu shots; family counseling	---None----
Cayuga	Yes	Yes	Yes	1/2 of professional memberships paid to $100. per year	See Note 29
Clinton	No	No	No	----------	---None----
Columbia-Greene	Yes	Yes	Yes	----------	See Note 30
Corning	No	Yes	No	----------	See Note 31
Dutchess	Yes	No	Yes	Book allowance; travel funds; early retirement incentive	See Note 32
Erie/City					
Erie/North	Yes	Yes	No	----------	See Note 33
Erie/South	Yes	Yes	No	----------	See Note 33
Finger Lakes	Yes	Yes	No	----------	---None----
Fulton-Montgomery	Yes	Yes	No	----------	See Note 34
Genesee	No	Yes	No	----------	---None----
Herkimer	No	Yes	No	----------	---None----
Hudson Valley	Yes	No	No	----------	See Note 35
Jamestown	Yes	Yes	Yes[36]	Health Benefit Fund (See Note 37)	See Note 38
Jefferson	Yes	Yes	Yes	One professional periodical mailed to faculty office	See Note 39
Mohawk Valley	Yes	No	No	Eyeglass allowance	See Note 40
Monroe	Yes	Yes	Yes	----------	---None----
Nassau	Yes	No	No	----------	See Note 41
Niagara	No	No	Yes[42]	$35. for professional memberships	---None----
North Country	No	No	No	Free academic regalia; sick leave bank	See Note 43
Onondaga	Yes	No	No	----------	See Note 44
Orange	Yes	No	No	----------	---None----
Rockland	Yes	No	No	----------	See Note 46
Schenectady	Yes	No	No	----------	---None----
Suffolk/Central	Yes	Yes	Yes	Legal services; optical and hearing device allowance	---None----
Suffolk/Ammerman	Yes	Yes	No	Legal services; optical and hearing device allowance	---None----
Suffolk/East	Yes	Yes	Yes	Legal services; optical and hearing device allowance	---None----
Suffolk/West	Yes	Yes	Yes	Legal servcies; optical and hearing device allowance	---None----
Sullivan	Yes	No	No	----------	---None----
Tompkins-Cortland	No	No	No	Disability Insurance	---None----
Ulster	Yes	Yes	No	----------	---None----
Westchester	No	No	No	----------	See Note 45

NOTES

[1]Management of archives collection.
[2]Overall responsibility for building--5 other agencies therein.
[3]Tutorial services.
[4]Television and Radio Broadcasting; Recreation Leadership; Photography.
[5]Academic Support Center--remedial instruction in mathematics and reading via slide/cassette modules.
[6]Professional staff may choose length of work year with administrative approval.
[7]Librarians are each hired at different contracts--no logic to differentials.
[8]Librarians are hired for 9 months and Media Coordinator for 12 months.
[9]Days can include traditional college holidays granted faculty.
[10]Librarians, along with other non-teaching faculty, are eligible for merit awards.
[11]One merit award.
[12]1986 for Faculty Contract and 1988 for Non-Teaching Professionals.
[13]Hours are equated to credit hours x overload payment per credit hour. (80 hours) 2.5 x $540. = $1350.
[14]9.5 month staff get same recesses as faculty--12 month staff do not.
[15]Includes all holidays granted faculty.
[16]There is no formula as such. Librarians start at a level above that for faculty by $2,025.
[17]College claims it raises its base salary for professional staff to include some compensation for longer work year. However, no formula has ever been formally developed.
[18]Much less emphasis on teaching expertise; heavy emphasis on professional competence in carrying out instructional support services.
[19]Librarians have 10 month contract year but must "cover" Winter Term and Summer sessions. Thus - Librarians take 4 weeks vacation time during the "regular" academic year.
[20]Non-Teaching Professionals 1-5 years service=21 days; 6-10 years=25 days; 10+ years=30 days.
[21]Non-Teaching Professionals--no; Librarians--yes.
[22]Hours are equated to credit hours x overload payment per credit hour. (80 hours) 2.5 x $540. = $1350.
[23]21 days; after 10 full years--23 days; after 15 full year--25 days.
[24]1.550% of base salary plus $1,440 for 12-month faculty.
[25]26 days vacation; 10 days developmental; 5 days personal.
[26]An additional 1/9 is given for each additional month worked.
[27]However, each work day is 8 hours, e.g. 8:00 a.m. to 5:00 p.m.
[28]A tax sheltered annuity plan is an additional option.
[29]Increased: Sick Leave Bank; Decreased: None.
[30]Increased: Dental Plan and Life Insurance; Decreased: None.
[31]Increased: Eye/Dental Care and Life Insurance; Decreased: None.
[32]Increased: Dental Plan; Decreased: None.
[33]Increased: Dental Plan; Decreased: None.
[34]Increased: Early Retirement Incentive; Decreased: Will have to pay more for prescription drugs as of 1/86 and new faculty members will have to pay 25% of health insurance until tenured.
[35]Increased: Dental Insurance; Decreased: Rate paid by College for medical and dental insurance.
[36]Up to 50% through Faculty Development Funds (primary benefit to the individual); and up to $1,000. a year per person from Curricular and Program Development Funds (primary benefit to the institution).

NOTES (continued)

[37]Health Benefit Fund, $250. a year for faculty member and dependents. For physicals, glasses and health expenses not covered by insurance. Unused monies are rolled over each year and allocated equally to each faculty member's Health Benefit Fund. 1985-86 Fund=$310. per person.

[38]Increased: The Director now receives a 4 credit hour overload at $570. an hour for working one week prior to the start of classes in the Fall, one week beyond Commencement, and Summer supervision as necessary; Decreased: None.

[39]Increased: 1) Performance awards of $700. attached to salary, 2) Retirement incentive of 50% of final salary at age 55 with at least 10 years of service, and 3) Sick Leave Bank; Decreased: When using a college vehicle, a travel charge equal to 75% of the current mileage reimbursement rate will be made against the $300. allocated for professional development.

[40]Increased: 1) Dental Plan, 2) Prescription Medicine Plan, and 3) Eyeglasses Insurance; Decreased: None.

[41]Increased: 1) Dental Plan, 2) Optical Plan, 3) Early Retirement Incentive, and 4) Increased vacation-sick accural and payment; Decreased: None.

[42]40% of tuition is paid for.

[43]Increased: Up to $75,000. of life insurance available with college and employee each paying 50% of cost; Decreased: New faculty will have to co-pay on medical and dental insurance and retirement benefits will be tied to length of service to College.

[44]Increased: None; Decreased: Health plan payments have been capped.

[45]Increased: Longevity clause--$1,500. annually for 14+ years of service; Decreased: None.

[46]Increased: None; Decreased: Health plan payments have been capped.

Actual salaries in 12 month figures.	Years at Institution	Years in Present Position	Years in Profession
$ 48,710.00	16	6	17
$ 46,558.00	22	22	31
$ 46,346.00	15	5	16
$ 45,918.00	22	15	22
$ 44,200.00	1	1	18
$ 44,000.00	16	6	22
$ 41,503.00	16	12	16
$ 40,789.00	3	3	20
$ 40,464.00	21	1	23
$ 38,945.00	11	4	12
$ 38,869.00	26	17	30
$ 38,480.00	15	15	40
$ 37,758.00	30	26	38
$ 37,639.00	10	10	16
$ 37,000.00	23	23	27
$ 37,000.00	19	19	26
$ 36,476.00	7	7	16
$ 35,625.00	8	1	10
$ 35,000.00	19	11	20
$ 34,658.00	1	1	14
$ 34,144.00	8	1	15
$ 32,677.00	18	12	21
$ 32,620.00	22	17	27
$ 32,513.00	8	8	14
$ 32,303.00	23	23	33
$ 31,730.00	10	10	23
$ 31,500.00	5	1	17
$ 30,000.00	1	1	9
$ 28,500.00	1	1	11
$ 28,333.00	5	5	18
$ 28,277.00	5	3	12
$ 26,808.00	4	1	6

THIS INFORMATION IS PRESENTED IN THIS MANNER TO PROTECT THE ANONYMITY OF INDIVIDUAL SALARIES.

PROFILE OF THE CHIEF ADMINISTRATIVE OFFICER OF SUNY COMMUNITY COLLEGE LIBRARIES AND LEARNING RESOURCES CENTERS

Average:		Mean:	
Salary:	$ 36,729.00	Salary:	$ 36,476.00
Years at Present Institution:	12.84 years	Years at Present Institution:	11 years
Years in Present Position:	8.99 years	Years in Present Position:	6 years
Years in Profession:	19.99 years	Years in Profession:	18 years

****

GRADUATE DEGREES HELD

M.S.L.S. or M.L.S.	30
M.A.	10
M.S.	4
M.Ed.	1
M.B.A.	1
S.M.	1
C.A.S.	1
C.A.G.S.	1
ABD	2
PhD Candidate	1
EdD	3
PhD	1

21 of 33 Directors hold more than one graduate degree.

Salary Ranges and Number of Staff in Each Range:

Adirondack

Not Reported.

Broome

Technical Assistant I:	$11,925--No Limit	2 Staff
Technical Assistant II:	$13,345--No Limit	1 Staff
Staff Librarian (Instructor):	$16,354--No Limit	1 Staff
Assistant Librarian (Asst. Prof.):	$18,740--No Limit	4.4 Staff
Associate Librarian (Assoc. Prof.):	$22,486--No Limit	2 Staff
Librarian (Professor):	$26,203--No Limit	0
Director of LRC:	$25,301--No Limit	1 Staff

Cayuga

Professor:	$32,624--No Limit	2 Staff
Associate Professor:	$27,240--$34,539	1 Staff
Assistant Professor:	$24,373--$29,358	1 Staff
Instructor:	$21,505--No Limit	1.5 Staff

Part-time Professionals are evaluated for rank and salary is pro-rated on the above scale.

Clinton

Assistant Librarian (Asst.Prof.):	$18,000--$22,000	2 Staff

Columbia-Greene

Rank/Job Title Confers No Salary. Salary Only Determined By Placement on 16 Step Schedule Ranging From $16,005 to $43,483.

Corning (10 month salaries quoted)

Librarian:	$24,293--$46,558	1 Staff
Associate Librarian:	$20,498--$40,066	2 Staff
Senior Assistant Librarian:	$18,025--$33,325	0
Assistant Librarian:	$15,298--$28,238	0
Staff Technical Assistant:	$13,681--$24,457	

Dutchess

Director of the Library:	$28,908--$43,793	1 Staff
Associate Librarian:	$21,720--$33,784	1 Staff
Assistant Librarian:	$21,220--$33,284	4 Staff

Erie/North (Academic Year salaries quoted (9 months))		
Instructor/Librarian:	$17,098--$25,683	2 Staff
Assistant/Librarian:	$20,287--$30,386	1 Staff
Associate/Librarian:	$23,796--$34,374	1 Staff
Professor/Librarian:	$26,606--$36,888	2 Staff
Erie/South (Academic Year salaries quoted (9 months))		
Instructor/Librarian:	$17,098--$24,201	2 Staff
Professor/Librarian:	$26,606--$34,760	1 Staff
Finger Lakes		
Associate Library Director:	$21,275--No Limit	1 Staff
Reference Librarian:	$18,235--No Limit	3 Staff
Head of Technical Processing/ Continuing Ed. Librarian:	$18,235--No Limit	1 Staff
AV Coordinator:	$18,235--No Limit	1 Staff
Media Librarian:	$18,235--No Limit	1 Staff
Director:	$21,275--No Limit	1 Staff
Fulton-Montgomery		
Library Director:	$27,900--$35,050	1 Staff
Associate Director:	$23,900--$31,000	1 Staff
Assistant Librarian:	$19,700--$26,900	1 Staff
Technician II:	$13,000--$18,000	.3 Staff
Genesee		
Professor:	$19,860--$36,730	1 Staff
Associate Professor:	$17,502--$34,150	1 Staff
Assistant Professor:	$15,532--$26,407	0
Instructor:	$14,263--$22,536	0
Herkimer		
College Librarian:	$19,000--$34,200	1 Staff
Assistant Librarian:	$16,300--$29,700	2 Staff
Hudson Valley		
Director:	$31,500--	1 Staff
Associate Director:	$25,000--$27,998	2 Staff
Media Specialist:	$18,722--$23,460	2 Staff
Librarian/Professor:	$30,965--$37,735	2 Staff
Librarian/Associate Professor:	$30,343--$37,187	2 Staff
Librarian/Assistant Professor:	$25,547--$29,820	2 Staff

Jamestown

Not Reported.

Jefferson

Librarian:	$24,582--$36,097	1 Staff
Assistant Librarian:	$21,100--$29,087	2 Staff
Technical Specialist:	$15,139--$21,407	1 Staff

Mohawk Valley

Professor:	$33,238--No Limit	1 Staff
Associate Professor:	$30,588--No Limit	1 Staff
Assistant Professor:	$26,766--No Limit	1 Staff
Instructor:	$21,500--No Limit	1 Staff

Monroe

Professor:	$26,480--$52,140	4 Staff
Associate Professor:	$22,925--$47,190	2 Staff
Assistant Professor:	$20,130--$40,117	2 Staff

Nassau

Professor:	$40,601--$59,381	4 Staff
Associate Professor:	$33,681--$49,900	3 Staff
Assistant Professor:	$29,235--$42,233	3 Staff
Instructor:	$26,077--$36,187	3 Staff
Technical Assistant I:	$22,261--$37,603	2 Staff
Technical Assistant II:	$24,830--$40,556	1 Staff

Niagara

Professor:	$27,244--$39,829	0
Associate Professor:	$24,493--$35,240	0
Assistant Professor:	$21,903--$31,529	3 Staff
Instructor:	$19,259--$27,653	1 Staff

North Country

Not Reported.

Onondaga (10 month salaries quoted)

Professor/Librarian:	$24,603--$35,312	2 Staff
Associate Professor/Librarian:	$21,325--$30,889	2 Staff
Assistant Professor/Librarian:	$15,500--$28,465	3 Staff
Instructor/Librarian:	$14,500--$21,850	1 Staff

Orange

Instructor/Librarian:	$13,410--$29,906	2 Staff
Assistant Professor/Librarian:	$15,127--$34,412	1 Staff
Associate Professor/Librarian:	$16,598--$37,291	1 Staff
Technical Assistant/IMC:	$13,500--$32,590	1 Staff

Rockland

Not Reported.

Schenectady

Media Technician, Senior:	$ 7,920--No Limit	1 Staff
Media Technician:	$ 7,920--No Limit	1 Staff
Library Technician:	$ 7,920--No Limit	1 Staff
Assistant Librarian I:	$ 8,745--No Limit	0
Assistant Librarian II:	$ 9,625--No Limit	1 Staff
Associate Librarian:	$11,495--No Limit	1 Staff
Librarian:	$14,135--No Limit	0
Educational Communications Spec.:	$10,459--No Limit	1 Staff

(Note: Actual salaries are much higher than the stated minimum.)

Suffolk/Central

Associate Professor, Dean of Libs:	$35,705--$57,342	1 Staff
Professor, Assoc. Head Librn/Lib. Technical Services:	$40,152--$57,027	1 Staff
Associate Professor, Assoc. Head Librn/AV Technical Services:	$34,099--$47,677	1 Staff
Professor of Library Services/ Acquisitions:	$31,027--$47,902	1 Staff
Associate Professor of Library Services/Cataloging:	$24,971--$38,552	1 Staff
Technical Assistant:	$15,693--$23,894	4 Staff

Suffolk/Ammerman

Instructor:	$18,425--$29,709	2 Staff
Assistant Professor:	$20,989--$32,405	2 Staff
Associate Professor:	$24,971--$38,552	3 Staff
Professor:	$31,027--$47,902	3 Staff

Suffolk/East

Associate Professor/Head Librn:	$34,428--$48,009	1 Staff
Professor of Library Services:	$31,027--$47,902	1 Staff
Assistant Professor of Library Serv:	$20,989--$32,405	1 Staff

Suffolk/West (10 month salaries quoted)		
Librarians:	$20,097--$28,446	4 Staff
Sullivan		
Librarian:	$30,000--$37,000	2 Staff
Associate Librarian:	$30,000--	
Tompkins-Cortland		
Division Head:	$30,521--$45,779	1 Staff
Professor:	$23,790--$48,190	1 Staff
Associate Professor:	$20,862--$41,358	1 Staff
Assistant Professor:	$18,300--$35,258	1 Staff
Instructor:	$16,104--$31,110	1 Staff
Technical Assistant:	$15,738--$28,792	4 Staff
Ulster		
Not Reported.		
Westchester		
Professor:	$35,815--$57,395	
Associate Professor:	$31,920--$50,225	
Assistant Professor:	$27,875--$45,545	
Instructor:	$21,960--$29,535	

COMMUNITY COLLEGE LEARNING RESOURCES PROFESSIONAL STAFF
STATUS AND SALARY SURVEY
1985-86

Your cooperation in returning the completed survey by November 18, 1985 is greatly appreciated.

Return to:

Douglas O. Michael
Director of the Learning Resources Center
Cayuga County Community College
Franklin Street
Auburn, New York 13021

If you have any questions, please call:

Douglas Michael, Cayuga County Community College
315-255-1743, ext. 297

or

Ed Rivenburgh, Community College of the Finger Lakes
716-394-3500, ext. 129

1. Name of College _____

2. Name and Title of Person Responding _____

_____

3. Total student FTEs reported for 1984-85 _____

4. a. Number of full-time teaching faculty in Fall 1985 _____

   b. Number of part-time teaching faculty in Fall 1985 _____

   c. Number of FTE teaching faculty in Fall 1985 _____

Information for the remainder of the survey should be for Academic Year 1985-86.

CHIEF ADMINISTRATIVE OFFICER

5. The Chief Administrative Officer of the learning resources program has the title of _____

   This person reports to the _____

6. Use of following checklist to describe the scope of the Chief Administrative Officer's responsibilities:

_____ Library

_____ Media Services

Media Software Acquisitions

_____ Purchase

_____ Rental

Classroom Delivery

_____ Media Software

_____ Media Hardware

Media Production

_____ Photography

_____ Graphics

_____ Audio

_____ Video

_____ Computerized Typesetting

_____ Instructional Design or Development

_____ Inhouse printing for campus

_____ Computer Services

_____ Administrative Computing and/or Management Information Systems

_____ Microcomputer Labs

_____ Control over <u>all</u> college microcomputer labs

_____ Academic Mainframe Computer

_____ Computer Assisted Instruction

_____ Developmental Education

_____ Academic Programs (Please Specify):_____

_____ Other (Please Specify):_____

7. How long is the work year of the Chief Administrative Officer of the learning resources program? _____ months.

8. Report the salary of the Chief Administrative Officer of the learning resources program in a 12-month figure. (This is extremely important for comparative purposes) _____

   a. Number of years with present institution?_____

   b. Number of years in present position?_____

   c. Number of years of professional experience (library, media, computers, printing, etc.)?_____

   d. Graduate degree(s)?_____

9. Is the Chief Administrative Officer of the learning resources program in the same bargaining unit as the faculty_____, middle management_____, or administrative_____.

   Please explain._____

   _____

   _____

   _____

OTHER PROFESSIONAL STAFF

(Please exclude inhouse printing, computer center, and academic programs.)

(Normally, professional staff will have a Masters Degree or equivalent and possess or qualify for faculty rank.)

10. Number of Professional staff including the Chief Administrative Officer of the learning resources program: _____full-time _____part-time

11. Indicate the number of professional staff assigned to each of the following functions: (Note: Use fractions, if necessary, but totals should equal the numbers reported on Question 10. [Example: Reference 1.2 and Technical Services .8 equals 2 FTE professional staff members.])

_____Library Administration

_____Reference (include on-line searching)

_____Technical Services (include acquisitions, cataloging, etc.)

_____Collection Development (include print and non-print media)

_____Bibliographic Instruction

_____Interlibrary Loan

_____Special Collections (Archives, rare books, etc.)

_____Circulation

_____Media Administration

_____Media Production

_____Developmental Education

_____Computers (include microcomputer labs, computer assisted instruction, etc.)

_____Other. Please specify_____

12. Faculty status for professional staff: _____yes _____no

13. Faculty rank for professional staff: _____yes _____no

Please list ranks_____

_____

_____

_____

14. Are professional staff eligible for promotion? _____yes _____no

a. How many LRC staff have been promoted since the 1980-81 academic year (include 1980-81)?_____

15. Are professional staff in a bargaining unit? _____yes _____no

If yes, what is the expiration date of current contract? _____

16. If professional staff are not in a bargaining unit, name any other group(s) that they are affiliated with._____

_____

17. How long is the professional staff work year?_____

18. Do professional staff have a choice of length of work year? _____yes

_____no

19. If there is a choice, how are salary differentials computed? Please explain.

_____

_____

20. Does the college honor parity with teaching faculty by adjusting salaries for the longer work year? _____yes _____no

If yes, please describe the formula._____

_____

_____

_____

Please indicate your level of satisfaction with this formula.

[10 9 8 7 6 5 4 3 2 1 0]

10 = very satisfied 0 = very dissatisfied

21. For professional staff employed on a 12 month contract, how much annual vacation time is granted?_____

Total number of paid holidays_____

Are the professional staff granted the same recesses as teaching faculty at Christmas, winter break, spring break, and Easter break? _____yes _____no

22. Are the professional staff eligible for tenure/continuing appointment?

_____yes _____no

a. How many LRC staff have received tenure/continuing appointment since the 1980-81 academic year (include 1980-81)?_____

23. Are the criteria for continuing appointment the same for learning resources professional staff as for teaching faculty? _____yes _____no

Explain:_____

_____

_____

24. Are learning resources professional staff eligible for sabbatical leave?

_____yes _____no

a. How many LRC staff have applied for sabbatical leaves since the 1980-81 academic year (include 1980-81)?_____

b. How many LRC staff have been granted sabbatical leaves since the 1980-81 academic year (include 1980-81)?_____

25. Are retirement benefits non-contributory (paid in full by employer) except in the case of Tiers III & IV NYSTR? _____yes _____no

Comments:_____

_____

_____

26. Are health insurance and major medical insurance non-contributory?

_____yes _____no

Comments:_____

_____

_____

27. Is there a dental plan which is non-contributory? _____yes _____no

Comments:_____

_____

_____

28. Is there a prescription medicine plan which is non-contributory?

_____yes _____no

Comments:_____

_____

29. Does the college carry a non-contributory life insurance policy on professional employees? _____yes _____no

Comments:_____

_____

_____

30. Does the college reimburse professional staff for graduate courses? (exclude SUNY Tuition Waivers and remitted tuition at local institution)

_____yes _____no

Comments:_____

_____

_____

31. Note any other fringe benefits paid by your employer_____

_____

_____

_____

32. Have any of your benefits or those of your professional staff been increased or decreased significantly since the 1980-81 academic year (include 1980-81)?

_____yes _____no

Please list changes:

Increased:_____

_____

_____

_____

Decreased:_____

_____

_____

_____

33. Please report below the minimum and maximum salaries (the salary range) in 12-month figures by professional rank or professional job title in your learning resources program or report any other relevant figures which you deem applicable as a substitute, with the number of persons in those ranks or job titles. Please explain any substitutions.

Rank/Job Title	Salary Range	No. of Staff

34. Please add any additional comments that you feel might be pertinent.